Synopsis of Thesis Entitled

"A Study of Job Satisfaction Parameters and their Impact on Performance of Police Department of Marathwada Region"

To be submitted to-

SWAMI RAMANANDA TEERTH MARATHWADA UNIVERSITY, NANDED

By

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1. Introduction

Manpower resources are reviewed to be the leading prized possession of any organisational institution. The inborn potential, acquired mastery over skills and deep-rooted knowledge and also the aptitude of the engaged employees; composed of senior high ranking officials, administrators and the other “file employees”. In order of priority, the organisational human capital assets should be employed to their utmost capacity. Job satisfaction is a vital force which influences the efficiency of both the organisation and an individual employee. It helps in estimating the worker’s contentment towards his or her present job. There are various parameters of satisfaction at work place. With the assistance of these parameters, the organisation can unearth, detect and root out the behavioural aspects of their employee satisfaction and police personnel is no special case in this regard.

The constitution of India in its Article 246, deputes police, as a state subject. The state government formulates the various rules and regulations that control each police force in the state in the form of police manual. Police work is of absolute public interface. Police force is responsible and also accountable for maintaining law and order at prima facie. Apart from maintaining and enforcing the law, they also undergo investigation of criminal activities, Police patrolling, detection of cases, and which requires more of field work which are of mundane nature.

Measuring and managing the police force performance is of paramount importance to maintain the increased employee efficacy, to recognise the strong and weak links, to ascertain appropriate reward for an efficient employee and thereby improving the productivity of the workplace. With diverse job performance parameters one can gauge the integrity and level

of performance of its working staff. In fulfilment of the research work; the study investigates the various related parameters of police personnel job which affects the overall performance of police in the state and the district. This framework will give a complete scenario of how these factors influence ones motivation to work which leads to greater efficiency and productivity while policing.

The study also reveals the unique relationship allying Job satisfaction and job performance.

The research probes into the examination of working police stations in order to measure their actual work with that of desired standard ratio norm. The ratio has assisted in the analysis of manpower requirement, hiring and training which ultimately leads to a greater analysis of job satisfaction amongst police personnel. Study reveals that from various performance parameters, there are a few which in actual dominates the overall performance of the Police force

1.1 Statement of the problem

In the light of the above,the investigator becomes interested in determining the various parameters of job satisfaction and performance of Parbhani Police employees with special reference to Marathwada region. . The satisfied police personnel are inclined to tune more in stressed situations with no trouble as compared to ones who are dissatisfied and thus incapable to handle the policing pressure at work.Focusing on the several facts,the problem statement is designed to address the five Ws:-

Who- is responsible for their job dissatisfaction?

What- are the various job parameters which police officials must focus to revive the effective policing in Marathwada region (Parbhani)

When & Where-to establish trust amongst police employees by implementing motivation-hygiene theory/dual-factor theory by Frederick Herzberg.

Why- the state has been failed to address the various issues of grieved police employees.

1.2 Objectives of the study

1. To study the various parameters of job satisfaction of police employees and to measure their respective satisfaction level.
2. To find the relationship between the two vital variables that is job parameters and job satisfaction of police employees.

1.3 Hypotheses of the study- Following are the important hypothesis of the study

1. **H0** There is no association between respondents' satisfaction and the role of job tenure which directly impacts their performance level **OR H1** There is association between respondents' satisfaction and the role of job hierarchy & job tenure which directly impacts their performance level.
2. **H0** There is no significant association between the opinions of police ranks and their service conditions which directly impact their job satisfaction and performance level **OR H1** There is significant association between the opinions of police ranks and their service conditions which directly impact their job satisfaction and performance level

3. **H0** There is no association between respondents satisfaction and their occupational stress which directly impact their performance level **OR H1** There is association between respondents satisfaction and their occupational stress which directly impact their performance level
4. **H0** There is no association between respondents' satisfaction and their organisational stress which directly impacts their performance level **OR H1** There is association between respondents' satisfaction and their organisational stress which directly impacts their performance level.

1.4 Selection of samples

Parbhani district is one of the eight districts in the Marathwada region of Maharashtra state of India. Parbhani city is the headquarters of this district.It consists of 9 tehsils namely:

Parbhani,Gangakhed,Sonpeth,Pathri,Manwath,Palam,Sailu,Jintur and Purna.The sample is selected from the above 9 tehsils police stations.Number of respondents has chosen from class three posts such as Assistant Sub Inspector,Head Constable,Police Naik and Police Constable.Primary data has collected through structured questionnaire from 300 employees out of 1077 universe.

1.5 Method of Sampling

The present research follows the Probability cluster Sampling method for Primary data collection through the structured questionnaire.

1.6 Sample Size

Sample size of 300 class three employees has been taken for the study.Out of 300 employees 20 employees are Assistant Sub

Inspector,40 employees are Head Constable,40 employees are police Naik and 200 employees are police constable.These employees are working in all the police stations of Parbhani district.

1.7 Statistical Tools and Techniques

The collected data is tabulated with the help of MS-Excel and it has been analysed with the help of MS-Word,MS-Excel and SPSS in the form of tables,charts,graphs and diagrams.For testing of hypothesis Chi-Square test is used.

1.8 Scope of study

1. The study can be extended up to Marathwada Maharashtra State level & National level.
2. 2 The study can be elaborated with various aspects of job satisfaction criteria.
3. 3.The study can be extended up to all the ranks of police.
4. 4.Comparative study of job satisfaction between male-female police employees city-rural and other police ranks if possible.
5. 5.Further study is possible with the help of more secondary sources of data.

1.9 Limitations - Following are the limitations of the study:

1. The study is limited to employees working under Superintendent Police of Parbhani district,Maharashtra
2. The study is limited up to class three posts only such as Assistant sub Inspector,Head Constable,Police Naik and Police constable.
3. The reliability of the research depends upon the sources of data.

4. The study is limited for the year 2019 to 2024

2. EACH CHAPTER WILL BE COVERING THESE SPECIFIC TOPICS IN DETAIL

Chapter 1: INTRODUCTION

The first chapter covers the introduction ,definitions and other related concepts to police & job satisfaction.

Chapter 2: Review of Literature

This chapter gives an elaborative literature review of past studies related with the subject.It covers all the recent studies and their importance which is crucial for the readers of the thesis.

Chapter 3: Research Methodology

This chapter covers introduction of research,geographical profile of Parbhani District, types and methods of data collection,sample size,sampling method,objectives of the study,hypothesis of the study,limitations of the study,statistical tools and techniques.

Chapter 4: Data Analysis and Interpretation

The data collected are well analyzed and interpreted with the help of several statistical tools and techniques.Percentages are used for data analysis for finding the results of the study.For testing the hypothesis chi-square test is used with the help of MS-EXCEL & SPSS.

Chapter 5: Findings,suggestions & Conclusions

This is the last topic which shows all the findings and recommendations which are obtained by the researcher during the research work.It is the concluding part of the thesis,which helps all the users of the thesis.

References:

1.18 & 23 December , 2019 dated Maharashtra times newspaper.

2.Parbhani district police station reports

3.Parbhani official website.

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